

**FILED****GY**

11/18/2011

MICHAEL W. DOBBINS  
CLERK, U.S. DISTRICT COURT**RECEIVED**UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION

NOV 07 2011

MICHAEL W. DOBBINS  
CLERK, U.S. DISTRICT COURTKathy Travis

(Name of the plaintiff or plaintiffs)

Triton College  
Sean Sullivan, Kerin Kennedy  
Sun Lau, Marianne Mayer  
Donna Stadermann, Danielle Stephens  
(Name of the defendant or defendants)

11cv7911

Judge Elaine E. Bucklo  
Magistrate Sheila M. Finnegan**COMPLAINT OF EMPLOYMENT DISCRIMINATION**

1. This is an action for employment discrimination.

2. The plaintiff is Kathy Travis of the county of  
Cook in the state of Illinois.3. The defendant is Triton College, whose street address  
is 2000 Fifth Avenue.(city) River Grove (county) \_\_\_\_\_ (state) IL (ZIP) 60171(Defendant's telephone number) (708) - 456-0300 x 3748 or 3483

II The plaintiff sought employment or was employed by the defendant at (street address)

2000 Fifth Ave (city) River Grove(county) \_\_\_\_\_ (state) IL (ZIP code) 60171

5. The plaintiff [check one box]

- (a) ☐ was denied employment by the defendant.
- (b) ☐ was hired and is still employed by the defendant.
- (c) ☒ was employed but is no longer employed by the defendant.

6. The defendant discriminated against the plaintiff on or about, or beginning on or about,

(month) May, (day) 24, (year) 2011.

7.1 (Choose paragraph 7.1 or 7.2, do NOT complete both.)

(a) The defendant is not a federal governmental agency, and the plaintiff [check one box]

☐ has not ☒ has filed a charge or charges against the defendant asserting the acts of discrimination indicated in this complaint with any of the following government agencies:

(i) ☒ the United States Equal Employment Opportunity Commission, on or about (month) Sept (day) 08 (year) 11.

(ii) ☐ the Illinois Department of Human Rights, on or about (month) \_\_\_\_\_ (day) \_\_\_\_\_ (year) \_\_\_\_\_.

(b) If charges were filed with an agency indicated above, a copy of the charge is attached. ☒ YES. ☐ NO,

but plaintiff will file a copy of the charge within 14 days.

It is the policy of both the Equal Employment Opportunity Commission and the Illinois Department of Human Rights to cross-file with the other agency all charges received. The plaintiff has no reason to believe that this policy was not followed in this case.

## 7.2 The defendant is a federal governmental agency, and

(a) the plaintiff previously filed a Complaint of Employment Discrimination with the defendant asserting the acts of discrimination indicated in this court complaint.

☐ Yes (month) \_\_\_\_\_ (day) \_\_\_\_\_ (year) \_\_\_\_\_

☐ No, did not file Complaint of Employment Discrimination

2. The plaintiff received a Final Agency Decision on (month) \_\_\_\_\_ (day) \_\_\_\_\_ (year) \_\_\_\_\_.

c. Attached is a copy of the

a. Complaint of Employment Discrimination,

☐ YES ☐ NO, but a copy will be filed within 14 days.

(ii) Final Agency Decision

☐ YES ☐ NO, but a copy will be filed within 14 days.

8. (Complete paragraph 8 only if defendant is not a federal governmental agency.)

(a) ☐ the United States Equal Employment Opportunity Commission has not issued a *Notice of Right to Sue*.

(b) ☒ the United States Equal Employment Opportunity Commission has issued a *Notice of Right to Sue*, which was received by the plaintiff on (month) Sept (day) 19 (year) 2011 a copy of which *Notice* is attached to this complaint.

9. The defendant discriminated against the plaintiff because of the plaintiff's [*check only those that apply*]:

- (a) ☒ Age (Age Discrimination Employment Act).
- (b) ☒ Color (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (c) ☐ Disability (Americans with Disabilities Act or Rehabilitation Act)
- (d) ☐ National Origin (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (e) ☒ Race (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (f) ☒ Religion (Title VII of the Civil Rights Act of 1964)
- (g) ☒ Sex (Title VII of the Civil Rights Act of 1964)

10. If the defendant is a state, county, municipal (city, town or village) or other local governmental agency, plaintiff further alleges discrimination on the basis of race, color, or national origin (42 U.S.C. § 1983).

11. Jurisdiction over the statutory violation alleged is conferred as follows: for Title VII claims by 28 U.S.C. §1331, 28 U.S.C. §1343(a)(3), and 42 U.S.C. §2000e-5(f)(3); for 42 U.S.C. §1981 and §1983 by 42 U.S.C. §1988; for the A.D.E.A. by 42 U.S.C. §12117; for the Rehabilitation Act, 29 U.S.C. § 791.

12. The defendant [*check only those that apply*]

- (a) ☒ failed to hire the plaintiff.
- (b) ☒ terminated the plaintiff's employment.
- (c) ☒ failed to promote the plaintiff.
- (d) ☐ failed to reasonably accommodate the plaintiff's religion.
- (e) ☐ failed to reasonably accommodate the plaintiff's disabilities.
- (f) ☐ failed to stop harassment;
- (g) ☒ retaliated against the plaintiff because the plaintiff did something to assert rights protected by the laws identified in paragraphs 9 and 10 above;
- (h) ☐ other (specify): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

13. The facts supporting the plaintiff's claim of discrimination are as follows:

The defendants knowingly, intentionally and willfully changed and removed the job postings from the web site, where I was to apply for another position on the campus grounds. After a discussion regarding job performance, I was told to select a new position.

14. [AGE DISCRIMINATION ONLY] Defendant knowingly, intentionally, and willfully discriminated against the plaintiff.

15. The plaintiff demands that the case be tried by a jury. ☐ YES ☐ NO

16. THEREFORE, the plaintiff asks that the court grant the following relief to the plaintiff [check only those that apply]

- (a) ☐ Direct the defendant to hire the plaintiff.  
(b) ☐ Direct the defendant to re-employ the plaintiff.  
(c) ☐ Direct the defendant to promote the plaintiff.  
(d) ☐ Direct the defendant to reasonably accommodate the plaintiff's religion.  
(e) ☐ Direct the defendant to reasonably accommodate the plaintiff's disabilities.

- (f) ☒ Direct the defendant to (specify): Grant the plaintiff relief, for emotional distress, compensatory & punitive damages/double lost wages.

- (g) ☒ If available, grant the plaintiff appropriate injunctive relief, lost wages, liquidated/double damages, front pay, compensatory damages, punitive damages, prejudgment interest, post-judgment interest, and costs, including reasonable attorney fees and expert witness fees.  
(h) ☒ Grant such other relief as the Court may find appropriate.

Kathy Travis

Plaintiff's signature

Kathy Travis

Plaintiff's name

Plaintiff's street address

1150 S. 15th Ave

City Maywood

State

IL

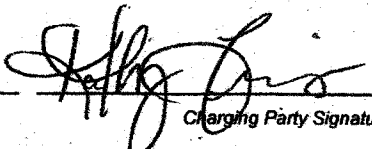
ZIP 60153

Plaintiff's telephone number

(708) 945-0862

Date: November 7, 2011

EEOC Form 5 (11/09)

|   |  |   |  |
|---|--|---|--|
| <b>CHARGE OF DISCRIMINATION</b><br>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.  |  | Charge Presented To:      Agency(ies) Charge No(s):<br><div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA<br/> <input checked="" type="checkbox"/> EEOC         </div> <div style="text-align: right;"> <b>440-2011-04053</b> </div> </div> |  |
| <b>Illinois Department Of Human Rights</b> and EEOC<br>State or local Agency, if any  |  |   |  |
| Name (indicate Mr., Ms., Mrs.)<br><b>Kathy Travis</b>   |  | Home Phone (Incl. Area Code)<br><b>(708) 945-0862</b>   | Date of Birth<br><b>06-03-1967</b>                     |
| Street Address<br><b>P.O. Box 871</b>   |  | City, State and ZIP Code<br><b>Maywood, IL 60153</b>  |  |
| Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)  |  |   |  |
| Name<br><b>TRITON COLLEGE</b>   |  | No. Employees, Members<br><b>500 or More</b>  | Phone No. (Include Area Code)<br><b>(708) 456-0300</b> |
| Street Address<br><b>2000 5th Avenue</b>  |  | City, State and ZIP Code<br><b>River Grove, IL 60171</b>  |  |
| Name  |  | No. Employees, Members  | Phone No. (Include Area Code)                          |
| Street Address  |  | City, State and ZIP Code  |  |
| DISCRIMINATION BASED ON (Check appropriate box(es).)<br><div style="display: flex; flex-wrap: wrap;"> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div><input type="checkbox"/> OTHER (Specify)</div> </div>  |  | DATE(S) DISCRIMINATION TOOK PLACE<br>Earliest      Latest<br><div style="text-align: right; font-weight: bold;">07-20-2011</div> <div style="margin-top: 10px;"><input type="checkbox"/> CONTINUING ACTION</div>  |  |
| THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):<br><p>I began employment with Respondent in or around August 2008. My most recent position was Clerical II. During my employment, I was subjected to different terms and conditions of employment, including, but not limited to, sabotage of my work. On or about May 24, 2011, I was recommended for discharge. I attended a hearing about the recommendation for discharge, during which I was informed I could apply for other positions on campus. Subsequently, Respondent removed the positions and changed the website I accessed. I was discharged effective July 20, 2011.</p> <p>I believe I have been discriminated against because of my sex, female; my race, Black; my religion, Christian, and in retaliation, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p> <p>I believe I have been discriminated against because of my age, 43 (DOB: June 3, 1967), and in retaliation, in violation of the Age Discrimination in Employment Act of 1967, as amended.</p> |  |   |  |
| I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.   |  | NOTARY – When necessary for State and Local Agency Requirements   |  |
| I declare under penalty of perjury that the above is true and correct.  |  | I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.<br>SIGNATURE OF COMPLAINANT  |  |
| Sep 08, 2011 <br>Date      Charging Party Signature  |  | SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE<br>(month, day, year)   |  |

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Kathy Travis**  
**1150 S. 15th Avenue**  
**Maywood, IL 60153**

From: **Chicago District Office**  
**500 West Madison St**  
**Suite 2000**  
**Chicago, IL 60661**

Certified Mail 7011 1570 0003 6190 5019 CP



On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.

EEOC Representative

Telephone No.

**440-2011-04053**

**Sarronda Harris,**  
**Investigator**

**(312) 869-8025**

**THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

**- NOTICE OF SUIT RIGHTS -**

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

On behalf of the Commission

**John P. Rowe,**  
**District Director**

**9/19/2011**  
 (Date Mailed)

Enclosures(s)

cc:

**TRITON COLLEGE**